

<b>THE SCHOOL DISTRICT OF ESCAMBA COUNTY</b> <b>Finance and Business Services</b>		<b>SCHOOL BOARD AGENDA</b> <b>EXECUTIVE SUMMARY</b>	
AGENDA DATE: February 26, 2019		ITEM NUMBER:	
AGENDA REFERENCE:  2018-2019 Grandfather Instructional Salary Schedules, 2018-2019 Performance Instructional Salary Schedules, and 2018-2019 Instructional Supplements Schedule		FISCAL IMPACT / AMOUNT:  General Fund Regular Operations cost of:  \$4,087,049 for 2018-2019	
FUND SOURCE:  Various			
BACKGROUND INFORMATION / DESCRIPTION  1. The proposed 2018-2019 Grandfather Instructional Salary Schedules, 2018-2019 Performance Instructional Salary Schedules, and 2018-2019 Instructional Supplements Schedule reflect the following: <ul style="list-style-type: none"> <li>\$800 market adjustment for all instructional personnel to the schedule.</li> <li>After this transition, pay increases for the 2018-2019 school year will proceed as follows: <ul style="list-style-type: none"> <li>a) All Instructional Personnel rated as "Highly Effective" for the 2017-2018 school year will advance two levels - \$400.00.</li> <li>b) All Instructional Personnel rated as "Effective" for the 2017-2018 school year will advance one level - \$200.00.</li> </ul> </li> <li>The District will fund Best and Brightest bonuses for instructional employees not defined in Florida Statute as classroom teachers who met all qualifications for the bonus. Overall HE will receive a \$1,200.00 bonus and overall E will receive an \$800.00 bonus.</li> <li>All full time instructional Assistant Band Directors on a 10 month schedule will move to an 11 month schedule.</li> </ul>			
EDUCATIONAL IMPACT			
OTHER REFERENCES OR NOTES  Section 1012.27(2), F.S. requires that the Superintendent prepare and recommend salary schedules to the Board for adoption. Section 1012.22(1)(c), F.S. requires the Board to adopt salary schedules for paying all employees.			
ACTION REQUIRED  Approval, retroactive to July 1, 2018, of the 2018-2019 Grandfather Instructional Salary Schedules, 2018-2019 Performance Instructional Salary Schedules, and 2018-2019 Instructional Supplements Schedule			
STRATEGIC ALIGNMENT  GOAL: P.2 – To retain and sustain a viable competent work force  OBJECTIVE: n/a			
REQUESTED BY  Terry St. Cyr Finance and Business Services ASSISTANT SUPERINTENDENT		DATE  February 22, 2019	
Terry St. Cyr Finance and Business Services		DATE  February 22, 2019	APPROVED ESCAMBA COUNTY SCHOOL BOARD FEB 26 2019 MALCOLM THOMAS, SUPERINTENDENT VERIFIED BY RECORDING SECRETARY

**THE SCHOOL DISTRICT OF ESCAMBIA COUNTY  
10 MONTH GRANDFATHER INSTRUCTIONAL SALARY SCHEDULE  
2018-2019 FISCAL YEAR  
ALL PROFESSIONAL SERVICE CONTRACT AND  
CONTINUING CONTRACT INSTRUCTIONAL PERSONNEL**

<u>Level</u>	<u>Amount</u>	<u>Level</u>	<u>Amount</u>	<u>Level</u>	<u>Amount</u>
1	37,800.00	51	47,800.00	101	57,800.00
2	38,000.00	52	48,000.00	102	58,000.00
3	38,200.00	53	48,200.00	103	58,200.00
4	38,400.00	54	48,400.00	104	58,400.00
5	38,600.00	55	48,600.00	105	58,600.00
6	38,800.00	56	48,800.00	106	58,800.00
7	39,000.00	57	49,000.00	107	59,000.00
8	39,200.00	58	49,200.00	108	59,200.00
9	39,400.00	59	49,400.00	109	59,400.00
10	39,600.00	60	49,600.00	110	59,600.00
11	39,800.00	61	49,800.00	111	59,800.00
12	40,000.00	62	50,000.00	112	60,000.00
13	40,200.00	63	50,200.00	113	60,200.00
14	40,400.00	64	50,400.00	114	60,400.00
15	40,600.00	65	50,600.00	115	60,600.00
16	40,800.00	66	50,800.00	116	60,800.00
17	41,000.00	67	51,000.00	117	61,000.00
18	41,200.00	68	51,200.00	118	61,200.00
19	41,400.00	69	51,400.00	119	61,400.00
20	41,600.00	70	51,600.00	120	61,600.00
21	41,800.00	71	51,800.00	121	61,800.00
22	42,000.00	72	52,000.00	122	62,000.00
23	42,200.00	73	52,200.00	123	62,200.00
24	42,400.00	74	52,400.00	124	62,400.00
25	42,600.00	75	52,600.00	125	62,600.00
26	42,800.00	76	52,800.00	126	62,800.00
27	43,000.00	77	53,000.00	127	63,000.00
28	43,200.00	78	53,200.00	128	63,200.00
29	43,400.00	79	53,400.00	129	63,400.00
30	43,600.00	80	53,600.00	130	63,600.00
31	43,800.00	81	53,800.00	131	63,800.00
32	44,000.00	82	54,000.00	132	64,000.00
33	44,200.00	83	54,200.00	133	64,200.00
34	44,400.00	84	54,400.00	134	64,400.00
35	44,600.00	85	54,600.00	135	64,600.00
36	44,800.00	86	54,800.00	136	64,800.00
37	45,000.00	87	55,000.00	137	65,000.00
38	45,200.00	88	55,200.00	138	65,200.00
39	45,400.00	89	55,400.00	139	65,400.00
40	45,600.00	90	55,600.00	140	65,600.00
41	45,800.00	91	55,800.00	141	65,800.00
42	46,000.00	92	56,000.00	142	66,000.00
43	46,200.00	93	56,200.00	143	66,200.00
44	46,400.00	94	56,400.00	144	66,400.00
45	46,600.00	95	56,600.00	145	66,600.00
46	46,800.00	96	56,800.00	146	66,800.00
47	47,000.00	97	57,000.00	147	67,000.00
48	47,200.00	98	57,200.00	148	67,200.00
49	47,400.00	99	57,400.00	149	67,400.00
50	47,600.00	100	57,600.00	150	67,600.00

**Notes:**

- Virtual School teachers receive \$130 per student for courses successfully completed.
- Advanced Placement and International Baccalaureate bonuses to be paid in accordance with Section 1011.62(1)(l)&(n), Florida Statutes.
- Instructional Staff with a final rating of Highly Effective will move two increments = 10 Mo. Contract \$400.
- Instructional Staff with a final rating of Effective will move one increment = 10 Mo. Contract \$200.
- Instructional Staff with a final rating of Unsatisfactory/Needs Improvement will have no increments = 10 Mo. Contract \$0.

APPROVED  
ESCAMBIA COUNTY SCHOOL BOARD

FEB 26 2019

MALCOLM THOMAS, SUPERINTENDENT  
VERIFIED BY ACCOUNTING SECRETARY

**THE SCHOOL DISTRICT OF ESCAMBIA COUNTY**  
**11 MONTH GRANDFATHER INSTRUCTIONAL SALARY SCHEDULE**  
**2018-2019 FISCAL YEAR**  
**ALL PROFESSIONAL SERVICE CONTRACT AND**  
**CONTINUING CONTRACT INSTRUCTIONAL PERSONNEL**

<u>Level</u>	<u>Amount</u>	<u>Level</u>	<u>Amount</u>	<u>Level</u>	<u>Amount</u>
1	41,580.00	51	52,580.00	101	63,580.00
2	41,800.00	52	52,800.00	102	63,800.00
3	42,020.00	53	53,020.00	103	64,020.00
4	42,240.00	54	53,240.00	104	64,240.00
5	42,460.00	55	53,460.00	105	64,460.00
6	42,680.00	56	53,680.00	106	64,680.00
7	42,900.00	57	53,900.00	107	64,900.00
8	43,120.00	58	54,120.00	108	65,120.00
9	43,340.00	59	54,340.00	109	65,340.00
10	43,560.00	60	54,560.00	110	65,560.00
11	43,780.00	61	54,780.00	111	65,780.00
12	44,000.00	62	55,000.00	112	66,000.00
13	44,220.00	63	55,220.00	113	66,220.00
14	44,440.00	64	55,440.00	114	66,440.00
15	44,660.00	65	55,660.00	115	66,660.00
16	44,880.00	66	55,880.00	116	66,880.00
17	45,100.00	67	56,100.00	117	67,100.00
18	45,320.00	68	56,320.00	118	67,320.00
19	45,540.00	69	56,540.00	119	67,540.00
20	45,760.00	70	56,760.00	120	67,760.00
21	45,980.00	71	56,980.00	121	67,980.00
22	46,200.00	72	57,200.00	122	68,200.00
23	46,420.00	73	57,420.00	123	68,420.00
24	46,640.00	74	57,640.00	124	68,640.00
25	46,860.00	75	57,860.00	125	68,860.00
26	47,080.00	76	58,080.00	126	69,080.00
27	47,300.00	77	58,300.00	127	69,300.00
28	47,520.00	78	58,520.00	128	69,520.00
29	47,740.00	79	58,740.00	129	69,740.00
30	47,960.00	80	58,960.00	130	69,960.00
31	48,180.00	81	59,180.00	131	70,180.00
32	48,400.00	82	59,400.00	132	70,400.00
33	48,620.00	83	59,620.00	133	70,620.00
34	48,840.00	84	59,840.00	134	70,840.00
35	49,060.00	85	60,060.00	135	71,060.00
36	49,280.00	86	60,280.00	136	71,280.00
37	49,500.00	87	60,500.00	137	71,500.00
38	49,720.00	88	60,720.00	138	71,720.00
39	49,940.00	89	60,940.00	139	71,940.00
40	50,160.00	90	61,160.00	140	72,160.00
41	50,380.00	91	61,380.00	141	72,380.00
42	50,600.00	92	61,600.00	142	72,600.00
43	50,820.00	93	61,820.00	143	72,820.00
44	51,040.00	94	62,040.00	144	73,040.00
45	51,260.00	95	62,260.00	145	73,260.00
46	51,480.00	96	62,480.00	146	73,480.00
47	51,700.00	97	62,700.00	147	73,700.00
48	51,920.00	98	62,920.00	148	73,920.00
49	52,140.00	99	63,140.00	149	74,140.00
50	52,360.00	100	63,360.00	150	74,360.00

**Notes:**

- Virtual School teachers receive \$130 per student for courses successfully completed.
- Advanced Placement and International Baccalaureate bonuses to be paid in accordance with Section 1011.62(1)(l)&(n), Florida Statutes.
- Instructional Staff with a final rating of Highly Effective will move two increments = 11 Mo. Contract \$440.
- Instructional Staff with a final rating of Effective will move one increment = 11 Mo. Contract \$220.
- Instructional Staff with a final rating of Unsatisfactory/Needs Improvement will have no increments = 11 Mo. Contract \$0.

APPROVED  
 ESCAMBIA COUNTY SCHOOL BOARD

FEB 26 2019

MALCOLM THOMAS, SUPERINTENDENT  
 VERIFIED BY RECORDS SECRETARY

**THE SCHOOL DISTRICT OF ESCAMBIA COUNTY  
12 MONTH GRANDFATHER INSTRUCTIONAL SALARY SCHEDULE  
2018-2019 FISCAL YEAR  
ALL PROFESSIONAL SERVICE CONTRACT AND  
CONTINUING CONTRACT INSTRUCTIONAL PERSONNEL**

<u>Level</u>	<u>Amount</u>	<u>Level</u>	<u>Amount</u>	<u>Level</u>	<u>Amount</u>
1	45,360.00	51	57,360.00	101	69,360.00
2	45,600.00	52	57,600.00	102	69,600.00
3	45,840.00	53	57,840.00	103	69,840.00
4	46,080.00	54	58,080.00	104	70,080.00
5	46,320.00	55	58,320.00	105	70,320.00
6	46,560.00	56	58,560.00	106	70,560.00
7	46,800.00	57	58,800.00	107	70,800.00
8	47,040.00	58	59,040.00	108	71,040.00
9	47,280.00	59	59,280.00	109	71,280.00
10	47,520.00	60	59,520.00	110	71,520.00
11	47,760.00	61	59,760.00	111	71,760.00
12	48,000.00	62	60,000.00	112	72,000.00
13	48,240.00	63	60,240.00	113	72,240.00
14	48,480.00	64	60,480.00	114	72,480.00
15	48,720.00	65	60,720.00	115	72,720.00
16	48,960.00	66	60,960.00	116	72,960.00
17	49,200.00	67	61,200.00	117	73,200.00
18	49,440.00	68	61,440.00	118	73,440.00
19	49,680.00	69	61,680.00	119	73,680.00
20	49,920.00	70	61,920.00	120	73,920.00
21	50,160.00	71	62,160.00	121	74,160.00
22	50,400.00	72	62,400.00	122	74,400.00
23	50,640.00	73	62,640.00	123	74,640.00
24	50,880.00	74	62,880.00	124	74,880.00
25	51,120.00	75	63,120.00	125	75,120.00
26	51,360.00	76	63,360.00	126	75,360.00
27	51,600.00	77	63,600.00	127	75,600.00
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32	52,800.00	82	64,800.00	132	76,800.00
33	53,040.00	83	65,040.00	133	77,040.00
34	53,280.00	84	65,280.00	134	77,280.00
35	53,520.00	85	65,520.00	135	77,520.00
36	53,760.00	86	65,760.00	136	77,760.00
37	54,000.00	87	66,000.00	137	78,000.00
38	54,240.00	88	66,240.00	138	78,240.00
39	54,480.00	89	66,480.00	139	78,480.00
40	54,720.00	90	66,720.00	140	78,720.00
41	54,960.00	91	66,960.00	141	78,960.00
42	55,200.00	92	67,200.00	142	79,200.00
43	55,440.00	93	67,440.00	143	79,440.00
44	55,680.00	94	67,680.00	144	79,680.00
45	55,920.00	95	67,920.00	145	79,920.00
46	56,160.00	96	68,160.00	146	80,160.00
47	56,400.00	97	68,400.00	147	80,400.00
48	56,640.00	98	68,640.00	148	80,640.00
49	56,880.00	99	68,880.00	149	80,880.00
50	57,120.00	100	69,120.00	150	81,120.00

**Notes:**

- Virtual School teachers receive \$130 per student for courses successfully completed.
- Advanced Placement and International Baccalaureate bonuses to be paid in accordance with Section 1011.62(1)(l)&(n), Florida Statutes.
- Instructional Staff with a final rating of Highly Effective will move two increments = 12 Mo. Contract \$480.
- Instructional Staff with a final rating of Effective will move one increment = 12 Mo. Contract \$240.
- Instructional Staff with a final rating of Unsatisfactory/Needs Improvement will have no increments = 12 Mo. Contract \$0.

**APPROVED  
ESCAMBIA COUNTY SCHOOL BOARD**

**FEB 26 2019**

**MALCOLM THOMAS, SUPERINTENDENT**  
*[Signature]*  
**VERIFIED BY RECORDING SECRETARY**

**THE SCHOOL DISTRICT OF ESCAMBIA COUNTY  
10 MONTH PERFORMANCE INSTRUCTIONAL SALARY SCHEDULE  
2018-2019 FISCAL YEAR  
ALL PROBATIONARY CONTRACT AND ANNUAL CONTRACT  
INSTRUCTIONAL PERSONNEL**

<u>Level</u>	<u>Amount</u>	<u>Level</u>	<u>Amount</u>	<u>Level</u>	<u>Amount</u>
1	37,800.00	51	47,800.00	101	57,800.00
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12	40,000.00	62	50,000.00	112	60,000.00
13	40,200.00	63	50,200.00	113	60,200.00
14	40,400.00	64	50,400.00	114	60,400.00
15	40,600.00	65	50,600.00	115	60,600.00
16	40,800.00	66	50,800.00	116	60,800.00
17	41,000.00	67	51,000.00	117	61,000.00
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39	45,400.00	89	55,400.00	139	65,400.00
40	45,600.00	90	55,600.00	140	65,600.00
41	45,800.00	91	55,800.00	141	65,800.00
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43	46,200.00	93	56,200.00	143	66,200.00
44	46,400.00	94	56,400.00	144	66,400.00
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**Notes:**

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ESCAMBIA COUNTY SCHOOL BOARD

FEB 26 2019

MALCOLM THOMAS, SUPERINTENDENT  
VERIFIED BY RECORDING SECRETARY

**THE SCHOOL DISTRICT OF ESCAMBIA COUNTY**  
**11 MONTH PERFORMANCE INSTRUCTIONAL SALARY SCHEDULE**  
**2018-2019 FISCAL YEAR**  
**ALL PROBATIONARY CONTRACT AND ANNUAL CONTRACT**  
**INSTRUCTIONAL PERSONNEL**

<u>Level</u>	<u>Amount</u>	<u>Level</u>	<u>Amount</u>	<u>Level</u>	<u>Amount</u>
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6	42,680.00	56	53,680.00	106	64,680.00
7	42,900.00	57	53,900.00	107	64,900.00
8	43,120.00	58	54,120.00	108	65,120.00
9	43,340.00	59	54,340.00	109	65,340.00
10	43,560.00	60	54,560.00	110	65,560.00
11	43,780.00	61	54,780.00	111	65,780.00
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15	44,660.00	65	55,660.00	115	66,660.00
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26	47,080.00	76	58,080.00	126	69,080.00
27	47,300.00	77	58,300.00	127	69,300.00
28	47,520.00	78	58,520.00	128	69,520.00
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32	48,400.00	82	59,400.00	132	70,400.00
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36	49,280.00	86	60,280.00	136	71,280.00
37	49,500.00	87	60,500.00	137	71,500.00
38	49,720.00	88	60,720.00	138	71,720.00
39	49,940.00	89	60,940.00	139	71,940.00
40	50,160.00	90	61,160.00	140	72,160.00
41	50,380.00	91	61,380.00	141	72,380.00
42	50,600.00	92	61,600.00	142	72,600.00
43	50,820.00	93	61,820.00	143	72,820.00
44	51,040.00	94	62,040.00	144	73,040.00
45	51,260.00	95	62,260.00	145	73,260.00
46	51,480.00	96	62,480.00	146	73,480.00
47	51,700.00	97	62,700.00	147	73,700.00
48	51,920.00	98	62,920.00	148	73,920.00
49	52,140.00	99	63,140.00	149	74,140.00
50	52,360.00	100	63,360.00	150	74,360.00

**Notes:**

- Virtual School teachers receive \$130 per student for courses successfully completed.
- Advanced Placement and International Baccalaureate bonuses to be paid in accordance with Section 1011.62(1)(l)&(n), Florida Statutes.
- Instructional Staff with a final rating of Highly Effective will move two increments = 11 Mo. Contract \$440.
- Instructional Staff with a final rating of Effective will move one increment = 11 Mo. Contract \$220.
- Instructional Staff with a final rating of Unsatisfactory/Needs Improvement will have no increments = 11 Mo. Contract \$0.

APPROVED  
ESCAMBIA COUNTY SCHOOL BOARD

FEB 26 2019

MALCOLM THOMAS, SUPERINTENDENT  
VERIFIED BY RECORDING SECRETARY

**THE SCHOOL DISTRICT OF ESCAMBIA COUNTY**  
**12 MONTH PERFORMANCE INSTRUCTIONAL SALARY SCHEDULE**  
**2018-2019 FISCAL YEAR**  
**ALL PROBATIONARY CONTRACT AND ANNUAL CONTRACT**  
**INSTRUCTIONAL PERSONNEL**

<u>Level</u>	<u>Amount</u>	<u>Level</u>	<u>Amount</u>	<u>Level</u>	<u>Amount</u>
1	45,360.00	51	57,360.00	101	69,360.00
2	45,600.00	52	57,600.00	102	69,600.00
3	45,840.00	53	57,840.00	103	69,840.00
4	46,080.00	54	58,080.00	104	70,080.00
5	46,320.00	55	58,320.00	105	70,320.00
6	46,560.00	56	58,560.00	106	70,560.00
7	46,800.00	57	58,800.00	107	70,800.00
8	47,040.00	58	59,040.00	108	71,040.00
9	47,280.00	59	59,280.00	109	71,280.00
10	47,520.00	60	59,520.00	110	71,520.00
11	47,760.00	61	59,760.00	111	71,760.00
12	48,000.00	62	60,000.00	112	72,000.00
13	48,240.00	63	60,240.00	113	72,240.00
14	48,480.00	64	60,480.00	114	72,480.00
15	48,720.00	65	60,720.00	115	72,720.00
16	48,960.00	66	60,960.00	116	72,960.00
17	49,200.00	67	61,200.00	117	73,200.00
18	49,440.00	68	61,440.00	118	73,440.00
19	49,680.00	69	61,680.00	119	73,680.00
20	49,920.00	70	61,920.00	120	73,920.00
21	50,160.00	71	62,160.00	121	74,160.00
22	50,400.00	72	62,400.00	122	74,400.00
23	50,640.00	73	62,640.00	123	74,640.00
24	50,880.00	74	62,880.00	124	74,880.00
25	51,120.00	75	63,120.00	125	75,120.00
26	51,360.00	76	63,360.00	126	75,360.00
27	51,600.00	77	63,600.00	127	75,600.00
28	51,840.00	78	63,840.00	128	75,840.00
29	52,080.00	79	64,080.00	129	76,080.00
30	52,320.00	80	64,320.00	130	76,320.00
31	52,560.00	81	64,560.00	131	76,560.00
32	52,800.00	82	64,800.00	132	76,800.00
33	53,040.00	83	65,040.00	133	77,040.00
34	53,280.00	84	65,280.00	134	77,280.00
35	53,520.00	85	65,520.00	135	77,520.00
36	53,760.00	86	65,760.00	136	77,760.00
37	54,000.00	87	66,000.00	137	78,000.00
38	54,240.00	88	66,240.00	138	78,240.00
39	54,480.00	89	66,480.00	139	78,480.00
40	54,720.00	90	66,720.00	140	78,720.00
41	54,960.00	91	66,960.00	141	78,960.00
42	55,200.00	92	67,200.00	142	79,200.00
43	55,440.00	93	67,440.00	143	79,440.00
44	55,680.00	94	67,680.00	144	79,680.00
45	55,920.00	95	67,920.00	145	79,920.00
46	56,160.00	96	68,160.00	146	80,160.00
47	56,400.00	97	68,400.00	147	80,400.00
48	56,640.00	98	68,640.00	148	80,640.00
49	56,880.00	99	68,880.00	149	80,880.00
50	57,120.00	100	69,120.00	150	81,120.00

**Notes:**

- Virtual School teachers receive \$130 per student for courses successfully completed.
- Advanced Placement and International Baccalaureate bonuses to be paid in accordance with Section 1011.62(1)(l)&(n), Florida Statutes.
- Instructional Staff with a final rating of Highly Effective will move two increments = 12 Mo. Contract \$480.
- Instructional Staff with a final rating of Effective will move one increment = 12 Mo. Contract \$240.
- Instructional Staff with a final rating of Unsatisfactory/Needs Improvement will have no increments = 12 Mo. Contract \$0.

APPROVED  
 ESCAMBIA COUNTY SCHOOL BOARD

FEB 26 2019

MALCOLM THOMAS, SUPERINTENDENT  
 VERIFIED BY RECORDS SECRETARY

**The School District Of Escambia County  
Instructional Supplements Schedule  
2018-2019 Fiscal Year**

SUPPLEMENT	10 MONTHS	11 MONTHS	12 MONTHS
RANK PAY			
Masters (In-Field)	2,500	2,750	3,000
Masters (Out-of-Field)	1,700	1,870	2,040
Specialist (In-Field)	3,100	3,410	3,720
Specialist (Out-of-Field)	2,600	2,860	3,120
Doctorate (In-Field)	3,600	3,960	4,320
Doctorate (Out-of-Field)	3,300	3,630	3,960

APPROVED  
ESCAMBIA COUNTY SCHOOL BOARD

FEB 26 2019

MALCOLM THOMAS, SUPERINTENDENT  
~~VERIFIED BY RECORDING SECRETARY~~

**The School District Of Escambia County  
Instructional Supplements Schedule  
2018-2019 Fiscal Year**

SUPPLEMENT	PAY PERIOD		EXPERIENCE 0-5 YEARS		EXPERIENCE 6+ YEARS	
	BEGIN	END	INDEX	AMOUNT	INDEX	AMOUNT

**HIGH SCHOOL:**

<b>Athletic Director</b>	JUL	JUN	0.1151	4,351	0.1279	4,835
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**Head Coach**

Baseball	FEB	MAY	0.1023	3,867	0.1046	3,954
Basketball (Boys & Girls)	NOV	FEB	0.1116	4,218	0.1163	4,396
Cross Country	AUG	OCT	0.0535	2,022	0.0558	2,109
Diving	AUG	OCT	0.0535	2,022	0.0558	2,109
Flag Football (Girls)	FEB	APR	0.0535	2,022	0.0558	2,109
Football	JUL	JUN	0.1593	6,022	0.1674	6,328
Lacrosse	JAN	APR	0.1023	3,867	0.1046	3,954
Golf (Boys & Girls)	AUG	OCT	0.0535	2,022	0.0558	2,109
Soccer (Boys & Girls)	OCT	JAN	0.1023	3,867	0.1046	3,954
Softball	FEB	MAY	0.1023	3,867	0.1046	3,954
Swimming	AUG	OCT	0.0535	2,022	0.0558	2,109
Tennis	JAN	APR	0.0535	2,022	0.0558	2,109
Track (Boys & Girls)	JAN	APR	0.1023	3,867	0.1046	3,954
Volleyball	AUG	OCT	0.1023	3,867	0.1046	3,954
Weightlifting (Boys)	JAN	MAR	0.0535	2,022	0.0558	2,109
Weightlifting (Girls)	OCT	FEB	0.0535	2,022	0.0558	2,109
Wrestling	NOV	FEB	0.0535	2,022	0.0558	2,109

**Assistant Coach**

Baseball (J.V. & 9th)	FEB	MAY	0.0616	2,328	0.0628	2,374
Basketball (J.V. Boys & Girls; 9th Boys & Girls)	NOV	FEB	0.0779	2,945	0.0814	3,077
Football - Fall	AUG	NOV	0.0651	2,461	0.0675	2,552
Football - Spring	MAY	JUN	0.0407	1,538	0.0419	1,584
Lacrosse	JAN	APR	0.0616	2,328	0.0628	2,374
Soccer (J.V. Boys & Girls)	OCT	JAN	0.0616	2,328	0.0628	2,374
Softball (J.V. & 9th)	FEB	MAY	0.0616	2,328	0.0628	2,374
Swimming	AUG	OCT	0.0454	1,716	0.0477	1,803
Track (Boys & Girls)	JAN	APR	0.0616	2,328	0.0628	2,374
Volleyball (J.V. & 9th)	AUG	OCT	0.0616	2,328	0.0628	2,374

**Cheerleader Sponsor**

9th Grade	AUG	JUN	0.0454	1,716	0.0477	1,803
Junior Varsity	AUG	JUN	0.0454	1,716	0.0477	1,803
Varsity	AUG	JUN	0.0675	2,552	0.0698	2,638

**APPROVED  
ESCAMBIA COUNTY SCHOOL BOARD**

**FEB 26 2019**

**MALCOLM THOMAS, SUPERINTENDENT  
VERIFIED BY RECORDING SECRETARY**

**The School District Of Escambia County  
Instructional Supplements Schedule  
2018-2019 Fiscal Year**

SUPPLEMENT	PAY PERIOD		EXPERIENCE 0-5 YEARS		EXPERIENCE 6+ YEARS	
	BEGIN	END	INDEX	AMOUNT	INDEX	AMOUNT

**MIDDLE SCHOOL:**

**Head Coach**

Basketball	AUG	NOV	0.0535	2,022	0.0558	2,109
Football	AUG	NOV	0.0535	2,022	0.0558	2,109
Swimming	DEC	FEB	0.0535	2,022	0.0558	2,109
Track	MAR	MAY	0.0535	2,022	0.0558	2,109
Volleyball	DEC	MAR	0.0535	2,022	0.0558	2,109

**Assistant Coach**

Basketball	AUG	NOV	0.0454	1,716	0.0477	1,803
Football	AUG	NOV	0.0454	1,716	0.0477	1,803
Swimming	DEC	FEB	0.0454	1,716	0.0477	1,803
Track	MAR	MAY	0.0454	1,716	0.0477	1,803
Volleyball	DEC	MAR	0.0454	1,716	0.0477	1,803

**Cheerleader Sponsor**

AUG	JUN	0.0395	1,493	0.0419	1,584
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**MUSIC ACTIVITY**

**HIGH SCHOOL:**

**Band**

Director	JUL	JUN	0.1256	4,748	0.1302	4,922
Assistant Director	JUL	JUN	0.0895	3,383	0.0918	3,470

**Choral**

Director	AUG	JUN	0.0895	3,383	0.0918	3,470
Assistant Director	AUG	JUN	0.0779	2,945	0.0802	3,032

**Strings Director**

AUG	JUN	0.1035	3,912	0.1070	4,045
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**MIDDLE SCHOOL:**

**Band Director**

AUG	JUN	0.0779	2,945	0.0814	3,077
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**Choral Director**

AUG	JUN	0.0535	2,022	0.0558	2,109
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**Strings Director**

AUG	JUN	0.1035	3,912	0.1070	4,045
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APPROVED  
ESCAMBIA COUNTY SCHOOL BOARD

FEB 26 2019

MALCOLM THOMAS, SUPERINTENDENT  
VERIFIED BY RECORDING SECRETARY

**The School District Of Escambia County  
Instructional Supplements Schedule  
2018-2019 Fiscal Year**

SUPPLEMENT	PAY PERIOD		EXPERIENCE 0-5 YEARS		EXPERIENCE 6+ YEARS	
	BEGIN	END	INDEX	AMOUNT	INDEX	AMOUNT

<b>CO-CURRICULAR</b>
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<b>Curriculum Coordinator</b>	AUG	JUN	0.0651	2,461	0.0674	2,548
<b>Administrative Dean</b>						
High School	AUG	JUN	0.0860	3,251	0.0883	3,338
Middle School	AUG	JUN	0.0860	3,251	0.0883	3,338
<b>Educational Specialist</b>	AUG	JUN	0.0768	2,903	0.0790	2,986
<b>Staffing Specialist</b>	JUL	JUN	0.0768	2,903	0.0790	2,986
<b>Teacher On Special Assignment</b>	JUL	JUN	0.0768	2,903	0.0790	2,986
<b>School Social Worker</b>	AUG	JUN	0.1023	3,867	0.1046	3,954
<b>Teacher-In-Charge</b>	AUG	JUN	0.0686	2,593	0.0709	2,680
<b>Academic Honor Society</b>	AUG	JUN	0.0337	1,274	0.0361	1,365
<b>Academic Sponsors</b>	AUG	JUN	0.0337	1,274	0.0361	1,365
<b>Student Government</b>	AUG	JUN	0.0337	1,274	0.0361	1,365
<b>Agriculture Teacher</b>						
Basic	JUL	JUN	0.0860	3,251	0.0883	3,338
Future Farmers of America	JUL	JUN	0.0604	2,283	0.0628	2,374
Learning Laboratory	JUL	JUN	0.0604	2,283	0.0628	2,374
<b>Yearbook/Newspaper Sponsor</b>						
High School	AUG	JUN	0.0523	1,977	0.0546	2,064
Middle School	AUG	JUN	0.0349	1,319	0.0372	1,406
<b>Theatre Arts</b>						
High School	AUG	JUN	0.0535	2,022	0.0558	2,109

APPROVED  
ESCAMBIA COUNTY SCHOOL BOARD

FEB 26 2019

MALCOLM THOMAS, SUPERINTENDENT  
VERIFIED BY RECORDING SECRETARY

JPD

**The School District Of Escambia County  
Instructional Supplements Schedule  
2018-2019 Fiscal Year**

SUPPLEMENT	PAY PERIOD		EXPERIENCE 0-5 YEARS		EXPERIENCE 6+ YEARS	
	BEGIN	END	INDEX	AMOUNT	INDEX	AMOUNT
<b>Forensics (Speech, Debate, &amp; Mock Trial)</b>						
High School	AUG	JUN	0.0337	1,274	0.0361	1,365
Middle School	AUG	JUN	0.0314	1,187	0.0337	1,274
<b>Speech/Drama</b>						
Middle School	AUG	JUN	0.0314	1,187	0.0337	1,274

**Notes:**

- Faculty Leader supplements are determined by the number of instructional units at each cost center multiplied by \$100. Cost center dollar entitlement will be determined annually and will be based on instructional grids.
- Differentiated Pay supplements of \$1,000 will be paid to instructional staff with a final overall rating of effective or higher on the instructional appraisal at any school designated by the parties as critically low-performing.
- Wellness Coordinator - \$200.00 supplement to be paid at the end of the academic year once the coordinator has completed the required activities and paperwork. The paperwork should be turned into Risk Management.

APPROVED  
ESCAMBIA COUNTY SCHOOL BOARD

FEB 26 2019

MALCOLM THOMAS, SUPERINTENDENT

~~VERIFIED BY RECORDING SECRETARY~~ 